



GREATER LINCOLN WORKFORCE DEVELOPMENT BOARD

Wednesday, January 30, 2019 at 8:30 a.m.
Lincoln Chamber of Commerce, 1128 Lincoln Mall, #100, Lincoln, NE

MEETING SUMMARY

Board Members Present

Rod Armstrong	Tim Bornemeier	Angela Caldwell	Connie Daly
Jane Goertzen	Pat Haverty	Paul Illich	Rich Marshall
Julie Panko-Haberman	Vi See	Randy Sterns	Carol Swigart

Board Members Absent

Jessica Bergmann	Cheryl Brandenburg	Eric Broulette	Chris Callihan
Melissa Carpenter	Deb Cremeens-Risinger	Leon Holloway	Steve Jones
Ron Kaminski	Ashley Krajewski	Joanne Pickrel	Sherla Post
Sue White			

Staff

Jan Norlander-Jensen, Workforce Administrator
Opal Doerr, City of Lincoln-Urban Development
Scott Tharnish, Fiscal

Presenters

Ron Pilcher, Crete Carrier
Robbie Seybert, Lincoln Public Schools

Guests

Travis Beck, NDOL
Dawn Carrillo, NDOL
Alexis Dobler, Capital One
Karly Hernandez, NDOL
J Kroll, ResCare
Michelle Olson, ResCare
Cherisa Price-Wells, ResCare
Bryan Seck, LPED
Matt Scott, Regional Council of Carpenters
Wendy Sieler, NDOL
Brenda Weiland, ResCare

Call to Order

Carol Swigart called the meeting to order at 8:36 a.m. by welcoming everyone to the meeting of the Greater Lincoln Workforce Development Board. The Board follows federal and state guidelines for open meetings. A copy of the Nebraska Open Meetings Act was presented and available for review upon request. Notice of this meeting had been published in the Lincoln Journal Star, posted on the Greater Lincoln Workforce Development Board website, and on the City of Lincoln's online events calendar.

Roll Call for Quorum

Carol Swigart congratulated Rich Marshall on his retirement from the North Central States Regional Council of Carpenters. Besides Carol, Rich was the remaining active board member from the original 1999 workforce board appointed by then Mayor Don Wesely. Carol expressed great appreciation for Rich's long years of service on the

board. Although Rich is leaving, the Regional Council of Carpenters would like to maintain a seat on the board and will be forwarding a nomination to Mayor Beutler for his consideration.

Members did self-introductions and shared the top workforce needs of their company/organization. While one member spoke of budget problems and another spoke of company growth in the customer and financial services sectors, the majority mentioned the need for technically skilled workers, including computer techs, carpenters, sales/marketing staff, classroom teachers in technical fields, machine operators, truck drivers, diesel techs, and cyber security specialists.

Julie Panko Haberman, Board Secretary, announced that the 12 members in attendance did not constitute a quorum. Approval of minutes from the August 28, 2018 board meeting will be delayed until the next board meeting on March 20, 2019.

Welcome from LPED

Pat Haverty welcomed board members, staff and guests and then shared a brief update on Lincoln Partnership for Economic Development (LPED) activities.

- Technical Talent Initiative: This is a joint Lincoln/Omaha effort. Discussion initially focused on greatly increasing computer science technical training but has now broadened in scope to include other technical training fields. The next meeting will be in April 2019.
- Current tax credit incentives will be expiring soon. LPED is working with state law makers to develop new legislation to address ongoing needs for incentives.
- The state legislature appears to be highly interested in finding ways to address Nebraska workforce issues, especially the lack of skilled workers. Several bills have been introduced for consideration. LPED is staying alert to the possibilities; whether any bill advances and receives budgetary backing remains unknown.
- Lincoln representatives participated in *Entrepreneurship Start Up Weekend*, a national program that groups participants into tech teams that collaborate to develop an idea and identify follow through steps.
- LPED has re-examined their business recruitment focus. Formerly, the focus was on bringing big companies and corporations to Lincoln. Having observed and supported significant success created by local start-ups, LPED has now added active recruitment of start-up companies from other parts of the country/world and encouraging them to relocate here.

1st Job-Lincoln

See slides posted in Meeting Materials.

Robbie Seybert, from LHRMA (Lincoln Human Resource Management Association), presented an update on *1st Job-Lincoln*. *1st Job-Lincoln*, developed and administered by LHRMA, is a program that prepares high school students with IT skills for paid summer internships with participating “Champion Employers.” The students participate in:

- “ACE IT” – activities that prepare them for workplace expectations,
- Mock job interviews with real interviewers, and a
- Job Fair, where they interact with the “Champion Employers”. The employers then chose who they want for their internship(s).

Once internships are awarded, *1st Job-Lincoln* (LHRMA) volunteers provide support for both interns and employers. When the internship is completed, they also evaluate how well things worked from both student and employer perspectives.

Partly because participating employers are sometimes so satisfied that they hire their intern, *1st Job Lincoln* is always looking for more Champion Employers. Interested employers should visit <https://lincolnhnr.org/1st-job-lincoln/>.

Most participants are information technology students at The Career Academy, a joint venture between Lincoln Public Schools and Southeast Community College. Additional students come from parochial schools and the home-schooling community. So far, all students have been from Lincoln.

Ron Pilcher, Crete Carrier Corporation, described his company's experience as a "Champion Employer." While he initially was concerned that an internship for high school students would be "baby sitting," experience has proved him wrong. Last summer's Crete Carrier intern was technically savvy, motivated, accountable, responsible, and a good team player. In closing, Ron suggested potential Champion Employers keep an open mind. He also believes "Lincoln needs this program!"

One of the board members asked how a company might participate if they had less of an IT profile – could internships be tailored to include a broader scope of technical skills? Robbie noted that IT support is necessary for almost all other types of business functions and job duties could be flexible. Another question was if the program might expand beyond the IT focus. Because *1st Job-Lincoln* is already "almost more than seven LHRMA volunteers can manage," that answer was expansion into fields would need to be lead and managed by another organization or entity.

Appreciation was expressed by the Board for *1st Job-Lincoln* and LHRMA's dedicated efforts which make it possible.

Southeast Community College Update

(See slides to be posted in Meeting Materials)

Dr. Paul Illich began by noting that the State Legislature established the Nebraska Community College system in 1973, but with no funding for capital improvements. Finding funding for capital improvements is still a challenge for community colleges in Nebraska.

For Southeast Community College, several factors are increasing the need for capital improvements.

- To maintain accreditation, SCC needs to continue progress in addressing facility issues. For example:
 - Improve student safety by adding fire suppression equipment to the existing building,
 - Improve student privacy by reconfiguring administrative spaces to protect confidentiality.

The quest for capital improvement funds includes applying for grants, seeking private donors, gradual small increases of student facilities fees (no tuition increase), and a bill introduced to the State Legislature (LB 27) that would allow community colleges more flexibility in accessing revenue up to the State-designated spending limit.

Dr. Illich shared some improvements to be made at the downtown Education Square campus which is home to the American Job Center. Secure access to rest rooms are a part of the Improvements.

Chairperson's Remarks

Carol Swigart had a few announcements:

- Local preparations for Census 2020 are underway. Michelle Olson and Jan Norlander-Jensen are participating on the Lancaster County Compete Count Committee. An accurate census ensures equal government representation at the local, state, and federal levels.

- There have been some changes in Board and Committee assignments:

Carol has appointed Kim Etherton and Toni Simons as new non-Board members to the Strategic Initiatives Committee. Kim is the Alternatives to Incarceration Director at Community Connections. She has expertise in working with young people with minimal criminal history, guiding them on a productive path that includes a job history and career goals. Toni is HR Manager at Binary Net and has expertise in developing recruitment and retention strategies in the IT field.

- The two-year Local and Regional Plan Modification is due to the Nebraska Department of Labor by April 1, 2019. The open and inclusive planning process has been underway in committees and at meetings, such as the Partner Forum, the next meeting of which will take place on February 11th. All the efforts by board members to engage a wide range of stake holders are very much appreciated.

Board Committee Updates

- *Strategic Initiatives* – Ashley Krajewski was not in attendance; the committee is working on the plan modification, Board member expectations and board culture, and an initiative title “Lean In 19” Leadership; Engagement; Advocacy; and Networking
- *Compliance and Accountability* – Tim Bornemeier reminded those attending that the role of the Compliance and Accountability Committee is to oversee the financial side of the WIOA program, including monitoring contract performance, certifications and overall program performance. Tim was pleased to report that performance data is now available. The Compliance and Accountability Committee will now be reviewing current performance data monthly and reporting observations and trends to the Board quarterly. This will allow the Board to make well-informed decisions in the future. Tim was very appreciative of commitment and dedication of committee members as they worked to establish monthly performance reporting procedures.

WIOA IB Program and Enrollment Update

(See posting in Meeting Materials)

Michelle Olson shared a “snapshot” of American Job Center activities and spending. While there have been participation gains across all programs over the past quarter, the Adult program had the largest gain and has exceeded its annual enrollment goal. Since participation is expected to continue growing, funding adjustments will be needed.

The Dislocated Worker (DLW) program enrollment did increase, but minimally. Staff have met with several groups of dislocated workers, most of whom were in retail. Many of the retail workers stayed on the job until the end of 2018. So far this program year, only 22.8% of DLW program funds have been used.

A transfer of funds from the DLW program to the Adult program has been discussed. The proposal will not underfund DLW but will address a higher level of participation in the Adult program. Michelle also noted that DLW participants can also receive assistance through the Adult program if necessary.

Youth program enrollment has improved but has not yet met the goals for either In School or Out of School youth. Staff are increasing their focus on youth credential rates.

The Resource Room at the AJC has been consistently busy during the last two quarters, averaging 63 job seekers per day. Staff have coordinated 22 hiring events in the past six months.

Initiating enrollment levels in Saunders County continues to be a challenge. Staff are continuing outreach efforts by making contacts in the school system and participating in community events.

Scott Tharnish, City Finance, presented slides of the performance data for each program: Adult, DLW, and Youth (In School and Out of School). He explained how the tables tracked actual program spending, estimated future expenditures, and program goals. *See slides in Meeting Materials.*

Miscellaneous

No topics were added.

Public Comment/Adjourn

There were no public comments. The meeting was adjourned at 10:07 a.m.